



Collier County Sheriff's Office  
3301 East Tamiami Trail  
Naples, FL 34112-4902  
(239)-774-4434



### Employment Reference Prior Experience

APPLICANT: JOSEPH NOFI  
 EMPLOYER: OCEAN BCH POLICE DEPT  
 PERSON CONTACTED: CHIEF EDWARD PARADISO TITLE: CHIEF OF POLICE  
 ARE YOU RELATED TO THE APPLICANT? NO  
 APPLICANT'S JOB TITLE: CH Part-Time Seasonal Police Officer  
 \*IF POSSIBLE ATTACH A LIST OF THE DUTIES PERFORMED BY THE APPLICANT.  
 • DID THE APPLICANT HAVE FULL ARREST POWERS? YES  
 • IS THE APPLICANT SWORN / CERTIFIED IN YOUR STATE? YES  
 • DID THE APPLICANT WORK FULL OR PART-TIME? PART-TIME Seasonal P.O.  
 • IF THE APPLICANT WORKED FULL-TIME DID THE APPLICANT WORK AT LEAST ONE YEAR FULL-TIME? NO  
 • DID THE APPLICANT HAVE CONTACT WITH INMATES? NO  
 DATES OF EMPLOYMENT: FROM: 1999 TO: 2006  
 APPLICANT'S REASON (S) FOR LEAVING EMPLOYMENT:  
 RESIGNED      LAID OFF ✓ DISMISSED      MUTUAL AGREEMENT       
 \* EXPLAIN: LAYED OFF DUE TO PERSONNEL cuts to the DEPT.  
 WOULD YOU RE-EMPLOY THE APPLICANT? YES  
 RATE THE APPLICANT IN THE FOLLOWING AREAS:  
 PUNCTUALITY: EXCELLENT ✓ GOOD      FAIR      POOR       
 ATTENDANCE: EXCELLENT ✓ GOOD      FAIR      POOR       
 WORK PERFORMANCE: EXCELLENT ✓ GOOD      FAIR      POOR       
 EXPLAIN ANY "POOR" RATINGS: NO  
 WOULD YOU RECOMMEND THE APPLICANT FOR A POSITION WITH THIS AGENCY? YES  
 NO (EXPLAIN)     

CHIEF PARADISO states while he (chief) was out on disability, his Deputy, Deputy Chief dismissed the applicant and 4 other police officers in a poor way - Deputy Chief Hesse is being sued. All 5 police officers TERMINATED, (reason - budget cuts).

APPLICANT'S NAME: NOFI, Joseph

CAN THE APPLICANT BE TRUSTED WITH CONFIDENTIAL MATTERS? YES / NO (EXPLAIN) \_\_\_\_\_

WOULD THE APPLICANT BE OK IN VOLATILE SITUATIONS? YES / NO (EXPLAIN) \_\_\_\_\_

IS THERE A RECORD OF ANY DISCIPLINARY ACTION SUCH AS; SUSPENSIONS, REPRIMANDS, OR INVESTIGATIONS AGAINST THE APPLICANT? YES (EXPLAIN) / NO

DID THE APPLICANT EVER INJURE THEMSELVES OR OTHERS ON THE JOB? YES (EXPLAIN) / NO

HOW DID THE APPLICANT GET ALONG WITH OTHER EMPLOYEES? Very well

HAVE YOU HAD ANY PROBLEMS WITH THE APPLICANT TAKING COMPANY PROPERTY WITHOUT PERMISSION? YES (EXPLAIN) / NO

WAS THE APPLICANT HONEST AND TRUTHFUL? YES / NO (EXPLAIN) \_\_\_\_\_

DID THE APPLICANT EVER HAVE HIS / HER WAGES GARNISHED? YES (EXPLAIN) / NO

DID THE APPLICANT EVER USE DRUGS OR ALCOHOL ON THE JOB OR REPORT TO WORK UNDER THE INFLUENCE OF EITHER? YES (EXPLAIN) / NO

DO YOU KNOW OF ANY REASON (S) THE APPLICANT SHOULD NOT BE ALLOWED TO WORK WITH CHILDREN? NO

DID THE APPLICANT EVER SHOW ANY RACIAL, ETHNIC, RELIGIOUS, OR GENDER BIAS ON THE JOB? YES (EXPLAIN) / NO

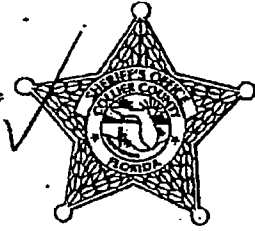
DID THE APPLICANT EVER USE UNWARRANTED PHYSICAL FORCE OR THREATEN HARM TO ANOTHER ON THE JOB? YES (EXPLAIN) / NO

ARE YOU AWARE OF ANY DEROGATORY INFORMATION ABOUT THE APPLICANT? YES (EXPLAIN) / NO

PLEASE PROVIDE ANY ADDITIONAL INFORMATION THAT YOU FEEL IS IMPORTANT. \_\_\_\_\_

Applicant was dismissed along with 4 other

SIGNATURE: Parab TITLE: ISA DATE: 09-20-2006



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### Employment Reference Prior Experience

APPLICANT: Joseph NOFI

EMPLOYER: Ocean Bch Police Dept

PERSON CONTACTED: "Hesse" TITLE: Deputy Chief

ARE YOU RELATED TO THE APPLICANT? —

APPLICANT'S JOB TITLE: Police Officer

\*IF POSSIBLE ATTACH A LIST OF THE DUTIES PERFORMED BY THE APPLICANT.

- DID THE APPLICANT HAVE FULL ARREST POWERS? YES
- IS THE APPLICANT SWORN / CERTIFIED IN YOUR STATE? YES
- DID THE APPLICANT WORK FULL OR PART-TIME? PART-TIME
- IF THE APPLICANT WORKED FULL-TIME DID THE APPLICANT WORK AT LEAST ONE YEAR FULL-TIME? No
- DID THE APPLICANT HAVE CONTACT WITH INMATES? —

DATES OF EMPLOYMENT: FROM: 2000 TO: 2006

APPLICANT'S REASON (S) FOR LEAVING EMPLOYMENT:

RESIGNED — LAID OFF — DISMISSED ✓ MUTUAL AGREEMENT —

EXPLAIN: DISMISSED - Applicant presently suing the Police Dept for wrongful termination

WOULD YOU RE-EMPLOY THE APPLICANT? No Comment

RATE THE APPLICANT IN THE FOLLOWING AREAS:

PUNCTUALITY:	EXCELLENT	GOOD	FAIR	POOR
ATTENDANCE:	EXCELLENT	GOOD	FAIR	POOR
WORK PERFORMANCE:	EXCELLENT	GOOD	FAIR	POOR

EXPLAIN ANY "POOR" RATINGS: —

WOULD YOU RECOMMEND THE APPLICANT FOR A POSITION WITH THIS AGENCY? YES / NO (EXPLAIN) —

APPLICANT'S NAME: NOFI, Joseph

CAN THE APPLICANT BE TRUSTED WITH CONFIDENTIAL MATTERS? YES / NO (EXPLAIN) \_\_\_\_\_

WOULD THE APPLICANT BE OK IN VOLATILE SITUATIONS? YES / NO (EXPLAIN) \_\_\_\_\_

IS THERE A RECORD OF ANY DISCIPLINARY ACTION SUCH AS; SUSPENSIONS, REPRIMANDS, OR INVESTIGATIONS AGAINST THE APPLICANT? YES (EXPLAIN) / NO \_\_\_\_\_

DID THE APPLICANT EVER INJURE THEMSELVES OR OTHERS ON THE JOB? YES (EXPLAIN) / NO \_\_\_\_\_

HOW DID THE APPLICANT GET ALONG WITH OTHER EMPLOYEES? \_\_\_\_\_

HAVE YOU HAD ANY PROBLEMS WITH THE APPLICANT TAKING COMPANY PROPERTY WITHOUT PERMISSION? YES (EXPLAIN) / NO \_\_\_\_\_

WAS THE APPLICANT HONEST AND TRUTHFUL? YES / NO (EXPLAIN) \_\_\_\_\_

DID THE APPLICANT EVER HAVE HIS / HER WAGES GARNISHED? YES (EXPLAIN) / NO \_\_\_\_\_

DID THE APPLICANT EVER USE DRUGS OR ALCOHOL ON THE JOB OR REPORT TO WORK UNDER THE INFLUENCE OF EITHER? YES (EXPLAIN) - NO \_\_\_\_\_

DO YOU KNOW OF ANY REASON (S) THE APPLICANT SHOULD NOT BE ALLOWED TO WORK WITH CHILDREN? \_\_\_\_\_

DID THE APPLICANT EVER SHOW ANY RACIAL, ETHNIC, RELIGIOUS, OR GENDER BIAS ON THE JOB? YES (EXPLAIN) / NO \_\_\_\_\_

DID THE APPLICANT EVER USE UNWARRANTED PHYSICAL FORCE OR THREATEN HARM TO ANOTHER ON THE JOB? YES (EXPLAIN) / NO \_\_\_\_\_

ARE YOU AWARE OF ANY DEROGATORY INFORMATION ABOUT THE APPLICANT? YES (EXPLAIN) / NO \_\_\_\_\_

PLEASE PROVIDE ANY ADDITIONAL INFORMATION THAT YOU FEEL IS IMPORTANT. \_\_\_\_\_

Deputy Chief Hesse states his Police Dept is being sued by the applicant for "WRONGFUL (JOB) TERMINATION".  
Chief Hesse states he cannot comment on the app's reason he -

SIGNATURE: Donato TITLE: 2254 DATE: 01-15-2006

- was let go OR his job history at the PD due to the ongoing lawsuit."